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ABSTRACT

The results of a national survey of working women concerning their worklives, homelives, and personal lives are presented in this document. Survey data were collected by means of a questionnaire developed by the National Commission of Working Women (NCWW) and published in eight women's magazines and numerous labor publications. The questionnaire asked employed women to provide information about their general problems and concerns, as well as about what they liked or disliked about various aspects of their jobs. Women who were not working for pay at the time of the survey were asked whether or not they planned to seek employment, and to report the kinds of problems they anticipated should they take a job. Information for both groups of women was then related to various demographic and economic characteristics such as age, race, marital status, occupation, educational attainment, family income, and individual earnings. Responses from 110,780 respondents were tabulated and compiled by the NCWW. (JMB)

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National Survey of Working Women

Perceptions, Problems and Prospects

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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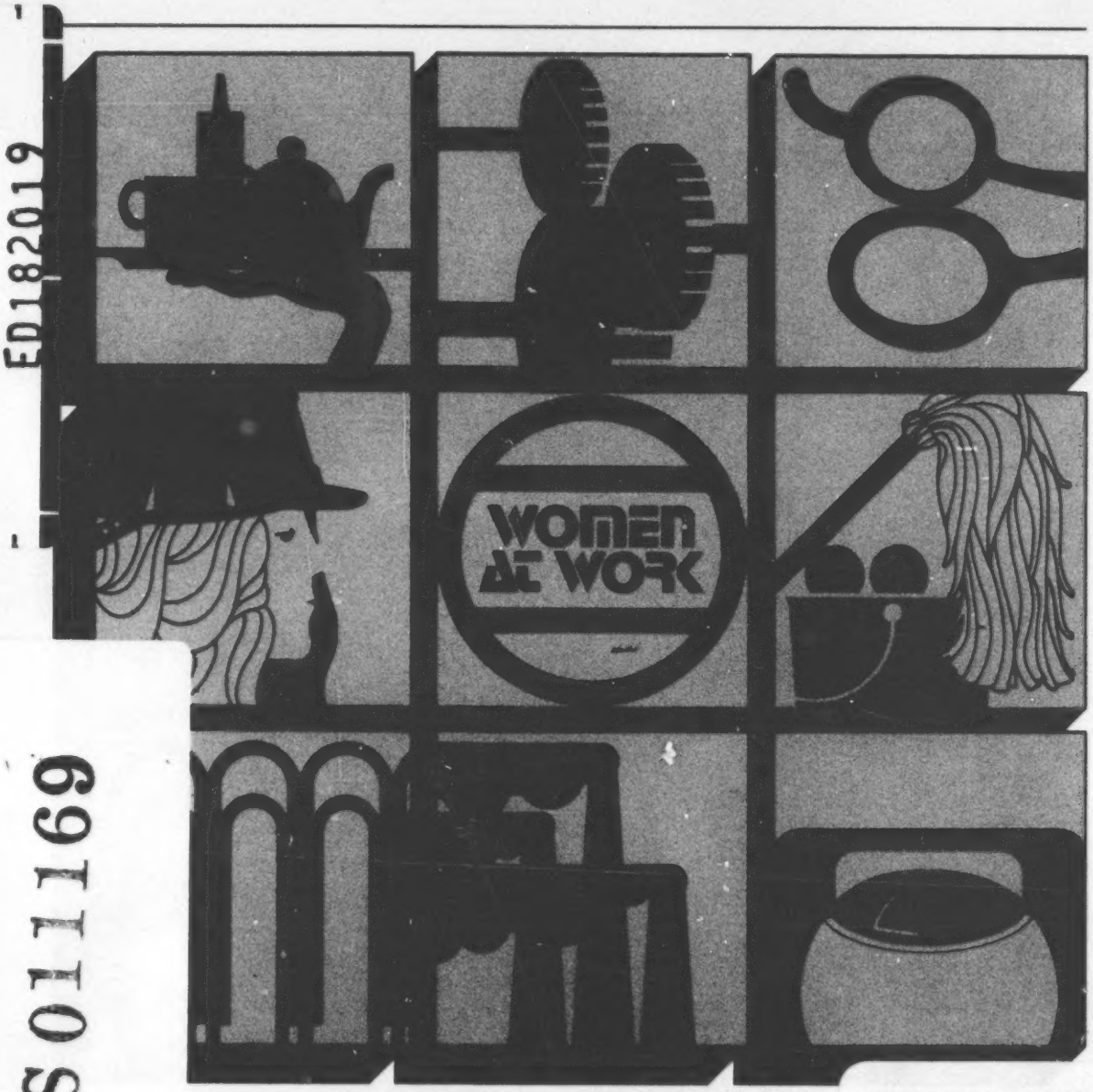

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National Commission on Working Women
Center for Women and Work
June 1979

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About The Commission . . . and The 80%

The National Commission on Working Women is a nongovernmental, action-oriented body. It was created to focus on the needs and concerns of that approximate 80% of women in the workforce who are concentrated in lower-paying, lower-status jobs in service industries, clerical occupations, retail stores, factories and plants.

As a group, women in the 80% tend to be isolated and underrepresented. They are in no particular network to which they can turn for help, nor are they in touch with policymakers. The Commission aims to fill this gap by exploring and publicizing the problems and needs of working women through regional meetings, action programs designed to help solve these problems in innovative ways, an overall public awareness campaign, and the development of policy recommendations concerning the conditions of women in the workforce.

Commission members are women and men representing business, labor, the Congress, the media, academia and working women themselves. As its secretariat, the Center for Women and Work implements the Commission's programs, seeks to achieve its overall goals, and serves as a national exchange for ideas, information and research related to the world of women in the workforce. The Center is a separate operational unit within the National Manpower Institute, a private, nonprofit organization dedicated to "the fullest and best use of the human potential."

Major funding for NCWW is through a grant from the National Institute of Education (Department of HEW) with special project funds from the Ford Foundation, the Rockefeller Family Fund and private corporations.

The National Survey of Working Women was funded solely by private or foundation support. Contributors include the International Paper Company Foundation, A.T.&T., McGraw Hill, Sears Roebuck and Company and the United Auto Workers.

National Survey of Working Women

Perceptions, Problems and Prospects

June 1979

National Commission on Working Women

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Preface

We are living in an age of measurements. We measure inflation and public opinion. We measure air quality and unemployment. Traditionally, women have been judged by their measurements. But today's women have new measurements—42-56-33. Forty-two percent of the American workforce are women; fifty-six percent of adult women hold paid jobs. And, 33 million or about 80% of all employed women are in clerical, service, sales, factory or plant jobs. For the most part, women in this 80% are under-valued, under-paid and under-appreciated.

The National Commission on Working Women (NCWW) was created in 1977 to address the needs of women in The 80%. Because little was known about this particular part of the female labor force, NCWW turned to the women themselves to document their work-related problems. Six regional dialogues were designed to provide a forum for such discussion.

In September 1978, the NCWW Survey of Working Women was published by eight national women's magazines and numerous labor publications. 150,000 working women responded. NCWW tabulated 110,000 of these responses which included information about women's worklives, homelives and personal lives.

The questionnaire was designed to be completed by ALL WORKING WOMEN—those doing paid work, full-time homemakers, unemployed women and those who plan to look for a job.

We asked employed women to provide information about their problems and concerns, as well as about what they like or dislike about various aspects of their jobs. Women who were not working for pay at the time of the survey were asked whether or not they planned to seek employment, and to report the kinds of problems they anticipated should they take a job.

Information for both groups of women was then related to various demographic and economic characteristics such as age, race, marital status, occupation, educational attainment, family income and individual earnings.

Although the survey covers a very large sample, we recognize it is not representative of all women in the population. The respondents were, for the most part, subscribers to or readers of the women's magazines and labor publications which printed the questionnaire. About 95 percent of the employed respondents were white women who were high school graduates or had completed one year or more of college; over 40 percent were college graduates.

While there is much to be said for stratified scientific surveys and sophisticated questionnaires, it should be kept in mind that the 150,000 women who responded to this survey voluntarily spent about one-half hour of their time to convey information that they thought would be useful to NCWW, and indeed they were right.

Several thousand women took the additional trouble to send a detailed letter along with their questionnaires. Throughout this report are examples of letters received from respondents. We think each letter indicates how thousands and maybe even millions of women feel about their lives.

So, what may be lost in "representativeness" of the entire female population must be balanced against what is gained by hearing directly from women concerned enough to respond.

NCWW believes that these survey results raise interesting questions that bear further investigation. In our opinion, these findings point to a number of issues that should be examined further by more extensive, stratified samples which only the Federal government or large foundations have the resources to sponsor.

The NCWW survey required the time, commitment and skills of many people. We take this opportunity to express special thanks to our chief consultant Dr. Herman Miller for guiding us patiently and expertly into the world of surveys; to Dale Ross, Herb Miller and Dennis Ables of Social and Scientific Systems for their helpful suggestions and computer techniques; to Paul Barton and Ivan Charner of the National Manpower Institute for their advice and counsel; to Kathy Bonk and Agnes Sutphin of our own staff for their special dedication to this project; and above all, to the thousands of women who took the time to share with us their concerns.

Surveys also require backing. For their financial support our sincere appreciation goes to AT&T, the International Paper Company Foundation, McGraw-Hill, Sears Roebuck and Company, and the United Auto Workers of America.

On behalf of the Commission

Elizabeth D. Koontz

Elizabeth Duncan Koontz
Chair

The Survey was printed in the following publications:

National magazines:
Essence
Lady's Circle
Good Housekeeping
MS magazine
Personal Romances
Woman's Day
Women's Agenda
Working Woman

Labor and other publications:
Labor Unity of the Amalgamated, Clothing and Textile Workers
Advocate of the Retail Clerks
Voice of the Cement, Lime, Gypsum and Allied Workers
The Washington *Informer*
Washington *Women's Representative*
The Jackson *Sun*
The IUE *News*, of the International Union of Electrical, Radio and Machine Workers
St. Louis Labor *Tribune*
Labor News of Rhode Island
The Carpenter of the United Brotherhood of Carpenters
The St. Petersburg *Times*
and the publications of the Restaurant Employees, Local 24, Detroit, MI; AFSCME, Local 2059, Pennsylvania; United Labor Agency of Washington, D.C.; Baker's Union Local 37 of Los Angeles, CA; Minnesota AFL-CIO; AFSCME, New York, NY; and The Newspaper Guild.

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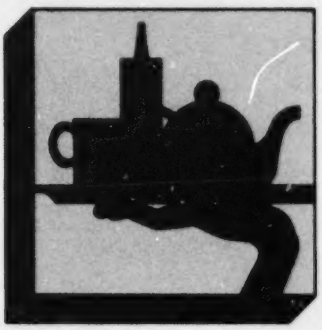
Concerns of Employed Women



"If you can figure out a way to get highly skilled secretaries who are at the end of their careers as much money as the young men who change the light bulbs in their early career jobs, you deserve medals!"
California

Problem Areas

When employed women were asked to consider a list of 24 specific items, variations surfaced as to the seriousness of their problems and concerns.

All responses fell into three general categories of problems: job-related; home-related; and personal, including educational.

Job-related Problems

About half of all employed respondents felt their jobs did not pay enough; 47 percent from the professional ranks and 55 percent from "The 80%" (clerical, sales, service and blue collar jobs).

Twenty-seven percent of employed respondents considered sex discrimination to be a problem. And, of employed minority women, 37 percent felt race discrimination was a problem.

Nearly one-third of all employed women reported that their jobs were physically tiring, while 12 percent were concerned with sexual harassment, and 9 percent with layoffs and unemployment.

Home-related Problems

Double duty for women as homemakers and wage-earners surfaced as a major concern. Nearly half of all employed respondents indicated a problem with the burden of job combined with family and reported that they needed more help at home.

For employed women with children, presumably those who already have made some arrangements for child care, one-third still reported child care as a problem.

In some instances, women with dependent children reported greater problems than never married women or women without dependent children. For example, when asked about the burden of job combined with family, 70 percent of married and separated/divorced women with dependent children indicated a problem. This was true of only 12 percent of women who were without a spouse or were without dependent children.

When employed women were asked if they needed more help at home, married women and women with dependent children responded overwhelmingly. About 60 percent said that they needed more help at home, as compared with approximately 18 percent of other employed respondents.

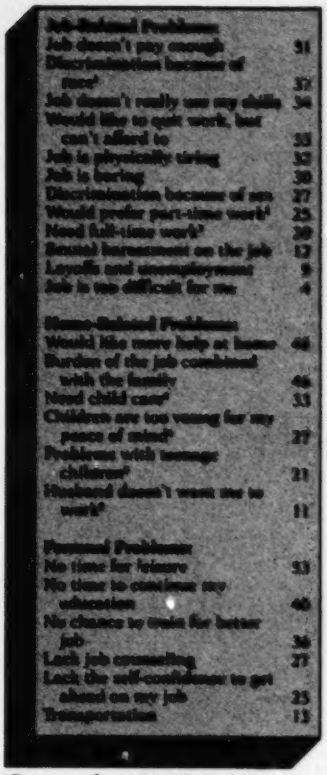
Personal Problems

The lack of leisure time was the most serious concern in this category for all employed women who responded to the survey. Fifty-three percent of all employed respondents reported this as a problem.

A considerable proportion, about 40 percent, responded that they had no time to continue their education, while 36 percent indicated they had no chance to train for a better job. About one-fourth of the employed respondents noted the lack of self-confidence and the lack of job counseling as problems.

Here again, problems associated with the lack of time for education and leisure, appeared to be more serious for women who were either married or had dependent children.

Percent of employed women who reported somewhat or a very serious problem. Total respondents— 82,638


Job-Related Problems:
Job doesn't pay enough 51
Discrimination because of race[1] 37
Job doesn't really use my skills 34
Would like to quit work, but can't afford to 33
Job is physically tiring 32
Job is boring 30
Discrimination because of sex 27
Would prefer part-time work[2] 25
Need full-time work[3] 20
Sexual harassment on the job 12
Layoffs and unemployment 9
Job is too difficult for me 4
Home-Related Problems:
Would like more help at home 48
Burden of the job combined with the family 46
Need child care[4] 33
Children are too young for my peace of mind[4] 27
Problems with teenage children[4] 21
Husband doesn't want me to work[5] 11
Personal Problems:
No time for leisure 53
No time to continue my education 40
No chance to train for better job 36
Lack job counseling 27
Lack the self-confidence to get ahead on my job 25
Transportation 13

[1]Percent of employed minority women
[2]Percent of full-time workers
[3]Percent of part-time workers
[4]Percent of women with dependent children
[5]Percent of married women

Percent of employed women in each group who reported somewhat or a very serious problem by marital status and number of children.

Problems related to employment	Total	Never Married	Married	Dependent children: Separated, Divorced, Widowed	Dependent children: Married	No dependent children: Separated, Divorced, Widowed	No dependent children: Married
Job-related problems:							
Job doesn't pay enough	51	59	47	69	60	45	58	48
Job doesn't really use my skills	34	44	28	38	38	32	40	31
Would like to quit work but can't afford to	33	28	35	35	38	34	30	39
Job is physically tiring	32	27	36	31	31	32	27	33
Job is boring	30	39	25	34	30	30	35	26
Discrimination because of sex	27	35	21	34	30	27	29	27
Sexual harassment on the job	12	19	8	17	10	13	19	8
Layoffs and unemployment	9	13	7	12	11	7	11	9
Job is too difficult for me	4	5	3	4	4	4	5	4
Home-related problems:								
Would like more help at home	48	16	67	62	36	45	21	21
Burden of the job combined with the family	46	12	70	71	58	37	12	12
Need child care[1]	33	—	32	30	17	—	—	—
Children are too young for my peace of mind[1]	27	—	27	26	15	—	—	—
Problems with teenage children[1]	21	—	21	30	34	—	—	—
Husband doesn't want me to work[2]	11	—	13	—	—	7	—	—
Personal problems:								
No time for leisure	53	42	59	61	53	51	41	36
No time to continue my education	40	42	40	55	43	34	39	22
No chance to train for better job	36	41	33	47	42	34	40	33
Lack job counseling	27	36	22	34	32	26	33	24
Lack the self-confidence to get ahead on my job	25	35	19	27	24	24	30	23
Transportation	13	15	12	16	15	13	13	14

[1]Percent of women with dependent children
[2]Percent of married women

Note:
Three problem areas (need full-time work, would prefer part-time work and race discrimination) are not included in several charts throughout this report.

Professional Women Compared with Women in "The 80%"

Substantial differences were reported by professionals and women in "The 80%" in 11 problem areas. Problems that appeared greater for professional women included their need for child care, job being physically tiring, no time for leisure and sex discrimination.

In 7 other problem areas, which pertain mostly to differences in the level of earnings and in the kinds of work performed by the two groups, the problems were more intense for women in "The 80%". These problem areas included the job being boring, lack of job counseling, job not using skills, no chance to train for better job, can't afford to quit, job not paying enough, and a preference to part-time work.

For 12 of the 24 problem areas covered in the survey, there was no appreciable difference registered by women in the various occupational groupings. Two of these areas affected about half of all women in both groups: burden of job and family, and the need for more help at home. Also included in this group were problems with teenage children, children being too young, lack of self-confidence and lack of time to continue education.

In five areas, 20 percent or less of all employed women reported problems: job too difficult, layoffs and unemployment, husband opposed to working, sexual harassment and transportation.

Satisfaction with Specific Aspects of the Job

Each employed woman was asked whether she liked or disliked certain *aspects* of her job.

Numerically, the most important areas of job dissatisfaction were the level of wages/salaries and the chance to advance. A total of 31 percent of the professional and managerial women reported dissatisfaction with their sal-

Differences reported by professional workers and women in The 80%

Problems related to employment	Professional, Managerial, Technical Workers	The 80% (Clerical, service, craft)
Concerns of Professional Women:		
No time for leisure	55%	50%
Job is physically tiring	37	29
Need child care[1]	36	29
Discrimination because of sex	30	23
Concerns of Women in "The 80%":		
Job doesn't pay enough	47	55
Would prefer part-time job[2]	28	21
Would like to quit work, but can't afford to	26	40
No chance to train for better job	26	46
Job doesn't really use my skills	25	42
Lack of job counseling	21	33
Job is boring	19	40

Similarities reported by professional workers and women in The 80%

Problems related to employment	Professional, Managerial, Technical Workers	The 80% (Clerical, service, craft)
Would like more help at home	51%	47%
Burden of the job combined with the family	47	45
No time to continue my education	40	40
Children are too young for my peace of mind[1]	28	26
Lack the self-confidence to get ahead on my job	24	26
Problems with teenage children[1]	21	22
Need full-time work[3]	17	21
Transportation	13	14
Sexual harassment on the job	12	12
Husband doesn't want me to work[4]	9	12
Layoffs and unemployment	8	9
Job is too difficult for me	4	3

[1]Percent of women with dependent children
[2]Percent of full-time workers
[3]Percent of part-time workers
[4]Percent of married women

"I have worked for the past 10½ years, for the same company although in various departments and areas throughout my company. . . . However, since I had my daughter . . . work has increasingly become a place you go that takes the entire day and have to leave each evening to go to Job 2—Chef, Maid, Housekeeper and Nanny. I am so tired all the time that more and more often I wish I were only working a few hours a week, although it would certainly be nice to earn the same amount I now make in a 40 hour week! If I could only have an hour in the middle of the day to just SIT in a room in my home entirely alone with no demands from my child, my husband, my dog or cat, my employer . . . just time to sit all alone. . . ."

Tacoma, Washington

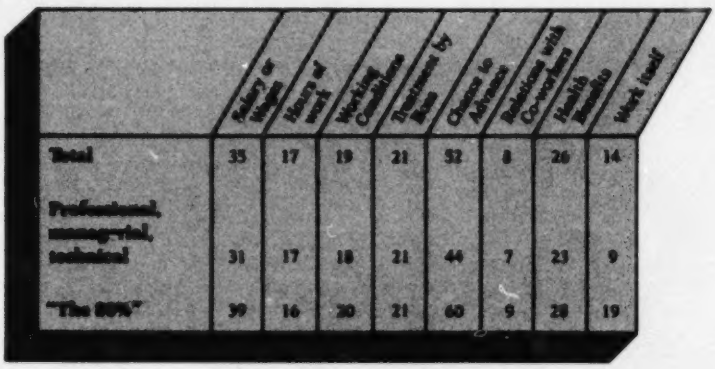
ary levels, as compared with 39 percent of the women employed in other jobs. Dissatisfaction with the lack of opportunity for promotion was reported by 44 percent of the professional and managerial women and by 60 percent of the women employed in other jobs.

Health benefits ranked next in importance in terms of the level of dissatisfaction. About 23 percent of the professional and managerial women reported dissatisfaction in this area as compared with 28 percent of the women employed in "The 80%".

Overall, relatively few workers reported dissatisfaction with the work itself. But the difference between professional and managerial and other women was striking. Only 9 percent of the professional and managerial women reported dissatisfaction with the job itself as compared with 19 percent of the women employed in other jobs.

There was no difference in dissatisfaction rates between professional and managerial and other women in the following job aspects: hours of work, working conditions, treatment by boss and relations with co-workers. About 20 percent of the workers reported dissatisfactions with hours of work, working conditions and treatment by the boss. Least dissatisfaction, 8 percent, was reported for relations with co-workers.

Percent of all employed respondents in each group who reported that they disliked the specific aspect of their job somewhat or very much


Salary or Wages
Hours of work
Working Conditions
Treatment by Boss
Chance to Advance
Relations with Co-workers
Health Benefits
Work itself
Total 35 17 19 21 32 8 26 14
Professional, managerial, technical 31 17 18 21 44 7 23 9
"The 80%" 39 16 20 21 60 9 28 19

Employed Women—
Occupational Differences

"... I am employed in a very unusual managerial, supervisory job for a woman—drilling foreman for a major oil company ... I am the only woman employed ... as a drilling foreman. Texas will be the last bastion of sex discrimination, so needless to say, I am proud of my accomplishments. However, the fight continues over "pay with equals". I feel the company's attitude about keeping me in a low profile is a disadvantage for other women seeking to break into this male strong hold.

Women are terribly underpaid in [my area] and this job was a giant step forward for me in earning a salary comparable to working men. However, women are strongly discouraged and discriminated against in letting them get into the 'oil-patch' where salaries for a decent living can be made. I currently earn $21,000 annually."

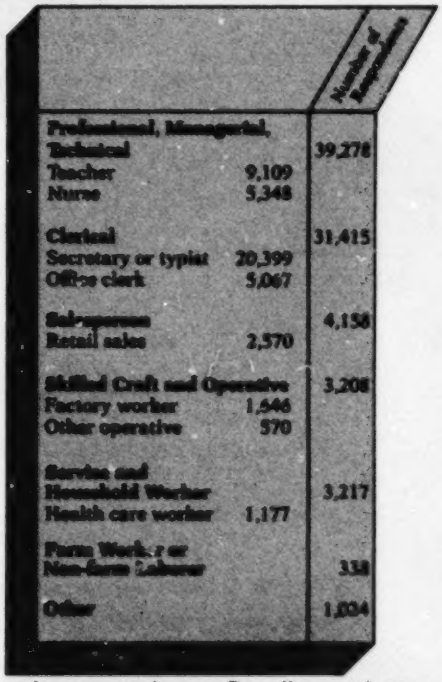
Texas

Of the more than 80,000 employed women who responded to the NCWW Survey, a high proportion were in professional and clerical occupations. Approximately 40 percent of the professional respondents were teachers or nurses and 65 percent of the clerical respondents were secretaries. Tabulations were analyzed for each of the occupations in "The 80%", and for professional/managerial/technical jobs.

Employed women were given a list of 24 potential problems to consider. In addition, they were asked about certain aspects of their jobs. These different sets of questions served as a convenient way to cross-reference some of the responses as outlined below.

Overall, the median income for all employed respondents was $10,950 for full-time workers and $4,060 for part-time workers.

Occupational breakdown and principal job categories[1] of employed respondents.
Total respondents—82,638



[1]Job categories do not reflect all respondents in each occupation.

Clerical Workers

Of the NCWW survey respondents, nearly one-third were clericals. This included 20,000 secretaries and typists. Overall, nearly nine-tenths of these respondents were full-time workers, and virtually all clericals had at least a high school education.

About 40 percent of the clericals were married with dependent children; 30 percent were married but did not have dependent children; the remaining 30 percent were equally divided between those who had never married and those who were widowed or divorced.

The average income for the full-time clerical workers in the survey was about $8,500 per year, and $3,700 for part-time workers. Eight percent were union members.

Problems and Concerns

Clerical workers expressed a high level of concern about their jobs not paying enough and not fully utilizing their skills. A high proportion, 41 percent, noted that their jobs were boring, and nearly half, 47 percent, indicated they had no chance to train for a better job. One-third of the clerical respondents indicated a lack of adequate job counseling.

Less serious problems for clerical workers than for other workers included a concern about layoffs and unemployment, and lack of leisure time.

Home-related problems were reported by clerical workers with about the same frequency as by other female workers.

Specific Aspects of Clerical Jobs

Responses related to questions about specific aspects of the job confirm the problems outlined above. Here, clerical workers expressed a high level

"Most recently, I have found myself faced with many problems dealing with not only working conditions, but further education. I have reached the conclusion, that, if a women is not given a chance to prove herself on the job and seek advancement in that field, then is there really any reason for a working woman to continue to strive for her goal?"
Oil City, Pennsylvania

of dissatisfaction with their chances to advance and salary levels.

As with other workers, clericals tended to show satisfaction with their hours of work and their relationships with co-workers.

Sales Workers

Approximately 4,100 of the NCWW Survey respondents were sales workers. Of these, 62 percent were working in retail sales, including department stores, supermarkets, over-the-counter clerks, etc.

Of the women employed in retail sales, one thousand worked on a part-time basis and earned an average of $4,800, while full-time workers averaged about $7,550 per year.

Percent of employed women who reported specific problems related to employment, by major occupation groups

(Percent of all workers in each group who reported somewhat of a problem or a very serious problem)

Problems related to employment							
Job-related problems:							
Job doesn't pay enough	51	47	55	56	52	49	58
Job doesn't really use my skills	34	25	42	41	42	45	45
Would like to quit work but can't afford to	33	26	40	40	35	44	40
Job is physically tiring	32	36	29	22	43	53	58
Job is boring	30	19	40	41	33	49	36
Discrimination because of sex	27	30	25	26	24	30	18
Sexual harassment on the job	12	12	12	11	13	21	15
Layoffs and unemployment	9	8	9	7	9	19	12
Job is too difficult	4	4	3	2	5	8	4
Home-related problems:							
Would like more help at home	48	51	47	48	45	45	43
Burden of the job combined with the family	46	47	45	45	49	46	45
Need child care	33	36	29	28	34	32	30
Children are too young for my peace of mind[1]	27	28	26	26	28	30	26
Problems with teenage children[1]	21	21	22	22	22	25	21
Husband doesn't want me to work[2]	11	9	12	11	10	14	16
Personal problems:							
No time for leisure	53	53	50	40	33	55	46
No time to continue my education	40	40	40	40	36	44	43
No chance to train for better job	36	26	46	47	39	48	48
Lack job counseling	27	21	33	33	31	38	32
Lack the self-confidence to get ahead on my job	25	24	26	26	25	28	24
Transportation	13	13	14	13	13	15	15

[1]Percent of women with dependent children.
[2]Percent of married women.

13

A majority, 68 percent, of all sales workers were married and half had dependent children. Seventeen percent were union members.

Concerns and Problems

The concerns and problems of sales workers nearly equal those of other employed women. However, a higher level of concern was expressed about the job not using skills and the job being physically tiring—both about 43 percent.

Sales and service workers reported greater concern than any other group about their husbands being opposed to their working outside the home—16 percent.

The lack of time to continue education was ranked slightly lower as a concern by sales workers, 36 percent, than by other employed women.

Specific Aspects of Sales Jobs

Interestingly, when asked how they felt about aspects of their jobs sales workers expressed a higher overall dissatisfaction level than other employed women.

A significant degree of dissatisfaction was reported about their chances to advance, hours of work and health benefits.

Blue Collar Workers

Three thousand blue collar workers, including factory workers, operatives and craft workers responded to the NCWW survey. Thirty-seven percent were union members. Overall, full-time blue collar workers earned an average of $8,800 per year; part-time workers earned $3,000.

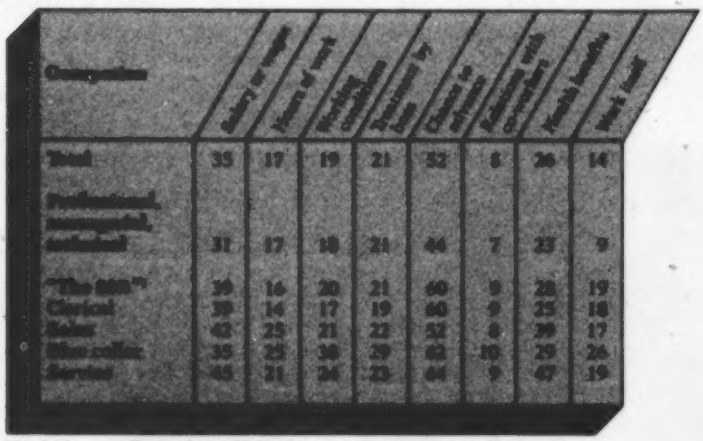
Half were mothers with dependent children, and 60 percent were married.

Problems and Concerns

Blue collar workers were more concerned than other employed respondents with non-pay related job problems. For example, a substantial number of these women noted that the job did not use their skills, the job is

Percent of employed women dissatisfied with specific aspects of current job, by major occupation group

(Percent of all workers in each group who reported that they disliked the specific aspect of their job somewhat or very much)


Occupation
Pay
Hours of work
Working conditions
Treatment by supervisor
Chance to advance
Relations with co-workers
Health benefits
Work itself
Total 35 17 19 21 32 8 26 14
Professional, managerial, technical 31 17 18 21 44 7 23 9
"Pink collar" 39 16 20 21 60 9 28 19
Clerical 39 14 17 19 60 9 25 18
Sales 42 25 21 22 32 8 29 17
Blue collar 35 25 30 29 42 10 29 26
Service 45 21 24 23 44 9 47 15

[1]Includes small number of laborers not shown separately.

"I found your questionnaire of particular interest since I am a working woman, wife, and mother. Like most women, I am sure, it is necessary that I work. But it is of even more concern for the welfare of my daughter. . . .

"I am torn between being a good wife and mother and helping to earn our keep. I feel that the time I spend with my family is of great importance and that quality is just as important as the quantity, if not more so.

"My need to be out with others is of importance too. I cannot stay home all day and be bright and cheerful when my husband comes home. I admire those that do, though, and feel they are just as important and needed as the working women."
Great Falls, Montana

"Thank you for polling opinions. Information is sorely needed to improve women's salaries, health benefits and retirement and working conditions. . . .

"In addition to Affirmative Action, I would like to see strategies developed so that women could be fully employed, make decent salaries, have possibilities of advancement open."

Nashville, Tennessee

tiring and boring and that they cannot afford to quit. Blue collar workers also indicated greater concern about layoffs and unemployment.

When responding to personal and home-related problems, blue collar women shared about the same degree of concern as other female employees.

Specific Aspects of Blue Collar Jobs

Blue collar women indicated a higher level of dissatisfaction than any other workers regarding these three aspects of the job: working conditions, the work itself, and treatment by boss.

Service Workers

The respondents who work in the service sector included women who were health care workers, waitresses, beauticians, household workers, etc. The median income for full-time service workers was $7,350 and $2,820 for part-time workers. These workers, on an average, were the lowest paid occupational group surveyed.

Fifteen percent of the service workers respondents were union members. While 64 percent were married, half of the mothers had dependent children.

Problems and Concerns

Job-related problems were of more concern to service workers than all other occupations. Pay related problems and the job not using their skills were reported by a higher percent of service workers. Home-related problems were reported as being of less concern by women employed in service jobs, as compared with other occupations. However, service worker's ability to train for a better job or take time to continue education ranked as a major concern.

Specific Aspects of Service Jobs

Dissatisfaction among service workers was reported for pay-related concerns and the lack of advancement on the job. Nearly half of all service workers reported a dissatisfaction with health benefits as compared with 26 percent for all employed respondents. For the most part, service workers indicated a higher level of dissatisfaction about the various aspects of their jobs than other workers.

Professional-Managerial-Technical Workers

Nearly 40,000 professional women responded to the NCWW Survey. The same proportion of women in professional jobs (as compared with "The 80%") were married 64 percent. However, fewer professionals had dependent children 43 percent. Fourteen percent were union members.

Women in professional, management and technical jobs earned on the average, more than women in "The 80%." The median income for full-time professional respondents was $13,400, and for part-time respondents, $5,700.

Problems and Concerns

Except in a few areas, professional women reported fewer problems than other female workers.

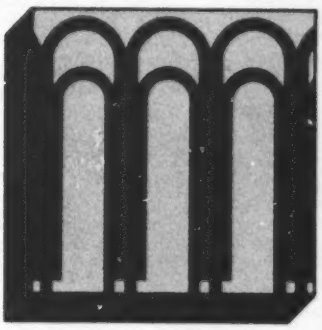
These women did register slightly more concern for needing more help at home, more leisure time, and child care. Sex discrimination was identified as a problem by more professional women than all other occupations.

Professional women indicated less concern about the job being boring, the chance to train for a better job and the lack of job counseling.

Specific Aspects of Professional Jobs

When asked about various aspects of the job, professional women again reported fewer problems than other employed respondents. These women indicated much less dissatisfaction with their chances to advance and the work itself than other employed women.

Employed Women—Job and Life Satisfaction



"A few months ago I started becoming very discontented with my life. Everything had become so boring . . . and I felt as if I was missing something. . . .

"I just started working, and I love it. I got a very understanding boss and he tells me never to worry if I have to take off because of [my daughter's needs]. . . .

"I love my work, my husband and my daughter and I am happier than I've been in years. . . ."

Medford, N.J.

Overall Job Satisfaction

In this survey, as in all others which have been conducted in the past, the majority of women expressed satisfaction with their jobs. Overall, 42 percent said they like their jobs very much and 39 percent said they like their jobs fairly well. Fourteen percent dislike their jobs somewhat and 4 percent reported great dislike for their jobs.

These proportions varied considerably by occupation. Professional, managerial and technical workers were considerably more satisfied with their work than others. In these jobs, which include most of the higher paid workers, half reported liking their jobs very much and 36 percent somewhat. The comparable figures were about 75 percent for clerical, sales and service workers. However, the percent drops to 28 for blue collar workers who like their jobs very much and 40 percent for those who like their jobs somewhat.

About 12 percent of the women employed in non-professional and non-managerial jobs belonged to unions. Their rate of job dissatisfaction (28 percent) was somewhat higher than that of women who were not union members (22 percent).

Overall, about 28 percent of the black women as compared with 18 percent of the white women reported that they disliked their jobs.

Among professional and managerial workers, there does not appear to be any consistent relationship between educational attainment and job dissatisfaction. In these occupations about one-eighth of the workers in each education group disliked their jobs. Among clerical workers, however, there appear to be sharp variations in job dissatisfaction related to educational attainment. Most dissatisfied of all are

Percent distribution of employed women by satisfaction with current job, by major occupation groups

Occupation	Number reporting	Total[2]	Percent distribution: Like job very much	Like job somewhat	Dislike job somewhat	Dislike job very much
Total	81,614	100	42	39	14	4
Professional, managerial and technical	39,278	100	50	36	11	2
"The 80%"[1]	42,336	100	35	41	18	5
Union Members	5,077	100	29	42	21	7
Not union members	37,259	100	36	41	17	5
Clerical	31,415	100	36	41	17	5
Sales	4,158	100	37	40	17	5
Blue collar	3,208	100	28	40	22	9
Service	3,217	100	32	43	19	5

[1]Includes a small number of laborers not shown separately.
[2]Includes a small number not reporting job satisfaction.

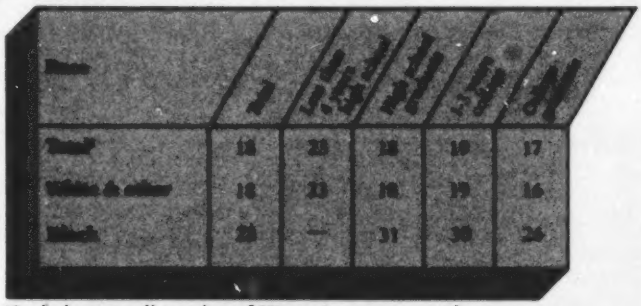
"As for myself, I am not happy in the work I am doing, but it is the only education I have. I plan to go back to school in September for Steno, so I can advance on the job. I also have problems with how much confidence I have. I seem to lose it now and then. . . .

"I would appreciate it very much, if you could help me out with some ideas as to how I can change my type of work."

Brooklyn, New York

Percent of all workers dissatisfied with current job by race and educational attainment

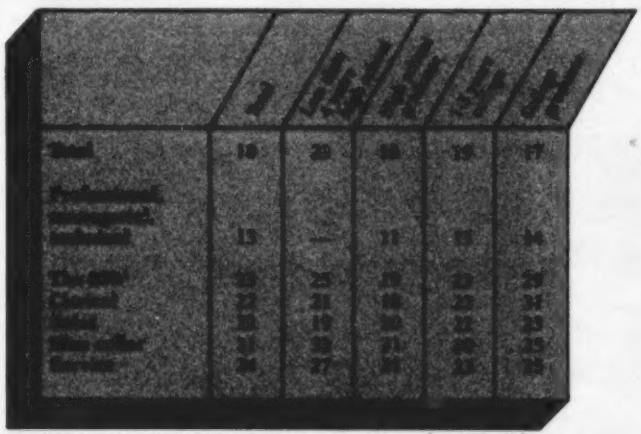
(Percent of all workers in each group who reported that they dislike their job somewhat or very much)



[1]Includes a small number of Hispanic women not shown separately and not included in "White and other."
(—)Fewer than 50 persons reporting dislike for job.

Percent of all workers dissatisfied with current job by occupation and educational attainment

(Percent of all workers in each group who reported that they dislike their job somewhat or very much)



[1]Includes a small number of laborers not shown separately.
(—)Fewer than 50 persons reporting dislike for job.

clerical workers who are college graduates. About one-third of these women disliked their jobs as compared with about one-fifth of the women who had completed high school or 1-3 years of college.

In every occupation, never married women tend to be far more dissatisfied with their jobs than married women. Similarly, the dissatisfaction rate is about twice as high for never married women as it is for mothers with dependent children. The difference is narrowed somewhat if the comparison is made between the never marrieds and married women with no dependent children, and it is narrowed still more if the comparison is made with women who have been separated or divorced. This general relationship appears even when the data are controlled by age, education, and earnings. For example, even among college graduates employed in professional or managerial jobs and earning over $15,000 a year, the dissatisfaction rate is considerably higher for never married women than it is for married women.

Percent of all workers dissatisfied with current job by occupation and marital status

(Percent of all workers in each group who reported that they dislike their job somewhat or very much)

Occupation	All	Never married	Married		Separated or divorced		Widowed	
			Husband present	Husband absent	Husband present	Husband absent	Husband present	Husband absent
Total	18	26	14	18	21	23	22	16
Professional, managerial, technical	13	19	9	13	16	18	—	—
Other occupations[1]	23	33	17	21	26	29	—	—
Clerical	22	34	16	22	24	31	28	—
Sales	22	32	18	20	25	25	—	—
Blue Collar	31	38	26	28	30	36	—	—
Service	24	38	18	22	28	—	—	—

[1]Includes a small number of laborers not shown separately.
(—)Fewer than 50 persons reporting dislike for job.

"The survey form was interesting, I would like you to know that it does not necessarily reflect my attitudes about my working in general, but only about my working at the present time. Right now I am fortunate in having an excellent job, an exceptional boss, and only one child at home, he being old enough to take care of himself after school.

"I have worked all my life, since I was 14, mostly out of necessity, and I am very familiar with the stress of having to work with several small children at home. Personally, I do not believe that a woman who does not have small children at home should stay home as I think that everyone should 'pay their own way in the world' so to speak, but I also believe that a woman who has small children and who does not have to work out of necessity, should have the choice of working or not."

Reno, Nevada

"I have a part time job in a small . . . appliance store doing general office work. The only education I have had for this job was a typing course in junior high school. I get paid below minimum wage ($2.35 an hour) . . .

"The only reason I am still working here is that . . . the hours are very flexible . . .

". . . I am not a very good clerk/typist. I am just biding my time in this job, until I graduate [college] and can begin my career. . . ."

Indiana

Overall Satisfaction with Way of Life

Each respondent was asked to answer the following questions: "Generally, how satisfied are you with the way you are living now—that is as far as money and what you are able to buy are concerned?" Seventeen percent of the respondents working full-time said they were very satisfied with their way of life, 50 percent said they were satisfied, 29 percent said they were somewhat dissatisfied, and only 4 percent said they were very dissatisfied. There is a very striking association between job satisfaction and satisfaction with way of life. Among those respondents who said they like their job very much, only 22 percent reported either mild or serious dissatisfaction with their life; this proportion rose to 35 percent for those who like their job somewhat, 52 percent for those who dislike their job somewhat, and 63 percent for those who dislike their job very much.

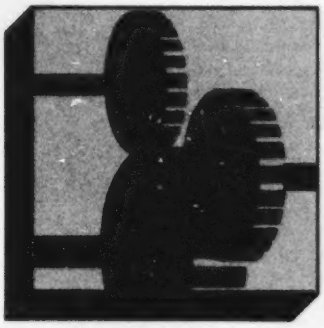
Part-time workers responded much the same as full-time employed women. A slightly higher level of dissatisfaction was expressed by part-time workers who dislike their job and life.

Percent distribution of employed women by satisfaction with way of life and satisfaction with current job

Satisfaction with way of life	Satisfaction with current job: Reporting[1] Number	Reporting[1] Percent	Percent distribution: Like job very much	Like job somewhat	Dislike job somewhat	Dislike job very much
Full-time 35 hours or more						
Number reporting	68,222	—	28,517	26,386	10,337	2,982
Percent	—	100	100	100	100	100
Life more than satisfactory	11,321	17	25	12	7	6
Life satisfactory	34,164	50	53	53	41	31
Life less than satisfactory	19,663	29	19	32	44	42
Life very unsatisfactory	3,074	4	3	3	8	21
Part-time						
Number reporting	13,508	—	6,000	5,513	1,690	305
Percent	—	100	100	100	100	100
Life more than satisfactory	2,389	18	25	14	8	5
Life satisfactory	6,784	50	53	51	39	26
Life less than satisfactory	3,747	28	19	31	45	44
Life very unsatisfactory	588	4	3	4	9	25

[1] Excludes respondents who did not report on either satisfaction with job or with way of life.

Non-Employed Women—Concerns About the Workforce



"Missing from the list of problems faced by employed women was *access to information*. I believe this is by far the most serious difficulty, affecting not only the credibility, competence and advancement of women, but our 'energy', 'self-confidence' and 'responsibility' as well. And ultimately it also affects our co-workers and the consumers of whatever goods or services we take part in producing.

"Like other women who are comparatively happy in our current positions, I do use some of my real skills; they just aren't recognized as part of the job description. . . .

"I filled out your questionnaire because it was there. But, at this point I am tired of being studied while the problems of those who lack experience in groups where women participate and share information, continue to be treated as a big holy secret."

New York, NY

Approximately one-fifth of the respondents were women not employed at the time of the survey.

A majority of these women were full-time homemakers, 69 percent. Unemployed women were 13 percent of the respondents. About 12 percent of the non-employed respondents did some form of active volunteer work.

Percent of responses from non-employed respondents. Total—21,012

Homemaker	69
Unemployed	13
Homemaker and volunteer worker	8
Volunteer worker	4
Homemaker and unemployed	4
Other	2

Percent of responses from non-employed women when asked the question: "If offered an interesting job, would you take it!" Total—19,204

Yes:	58
Definitely	27
If child care available	15
If it is something I can do	14
If satisfactory wage	12
If satisfactory location	6
If husband agrees	5
If other	21
	100
No:	42
Too busy with home and/or family	53
Don't want to work (no need to)	23
Other	12
It will interfere with school	6
Health won't permit	3
Husband doesn't want me to	3
	100

All non-employed women, regardless if they were seeking employment, were asked: "If offered an interesting job, would you take it?"

A majority, 58 percent, responded YES. Many qualified their positive response by indicating yes—if child care were available, if it is something they could do, or if the wages and location were satisfactory.

For the 42 percent of the non-employed women who answered NO to the question, a majority indicated they were too busy with home and family. Nearly one-fourth said they did not need a job. And, only 3 percent stated they would not take a job because their husband would be opposed.

Employment Problems Anticipated by Women not Employed but Planning to Seek a Job.

Of the 110,000 respondents, 7,260 were not working for pay in September 1978 but were planning to seek employment. It should be noted that white, educated women are greatly overrepresented in this sample of potential job seekers. Therefore, the results must be regarded as applicable to this group rather than to all women who were potential job seekers. Only 5 percent of all respondents who planned to seek work were black and 1 percent were of hispanic background. With respect to education, 5 percent of the respondents had less than a high school education, 26 percent were high school graduates, and 69 percent had completed one or more years of college.

By far the largest group was that of married women with dependent children. They numbered 4,592 respondents and accounted for 63 percent of those who planned to seek work. Next in importance were 1,311 respondents who were married women without dependent children, followed by 759 never married women. The number of

"Comment: If I could afford to—I would like to work when the children are in school and be off when they are off.

"Also, I would like to be able to be with them when they are home from school because of illness.

Indianapolis, Indiana

widowed, separated and divorced respondents in this category was too small to be analyzed separately.

Non-employed respondents were asked what problems they anticipated if they accepted a paid job.

The employment problems anticipated by women who plan to seek work were related closely to their family responsibilities. Uppermost in the minds of women with dependent children was a concern with providing care for their families while they work. Nearly 80 percent of these women expressed concern about the burden of a job combined with the family.

About 60 percent of these women cited as a problem their need for child care. They also expressed a great concern that their children were too young for their peace of mind while at work, 50 percent.

About one-half of these women seemed to feel that parttime work or flexible schedules would make it easier for them to enter the labor market. There was also considerable concern among these women that they would not be able to find desirable jobs.

Married women without dependent children expressed some of the same concerns as the married women with children. About 60 percent reported that they expected to have trouble finding a desirable job and about 40 percent stated that their lack of self-confidence and their lack of job experience would be problems. A large proportion (42 percent) felt that flexible time schedules would facilitate their entry into the labor market. The one major difference between the two groups (aside from the obvious difference in the need for child care) was a sharply reduced concern for the burdens of a job and a family. Only 31 per-

Distribution of women in the sample who were not employed in September 1978 but were planning to seek work, by marital status.

Total	7260	100%
Never married	739	11
Married		
Dependent children	4593	63
Without dependent children	1311	18
Separated or divorced		
Dependent children	313	4
Without dependent children	170	2
Widowed		
Dependent children	34	1
Without dependent children	61	1

Distribution of women in the sample who were not employed in September 1978 but were planning to seek work, by race and educational attainment.

Race					
Total	7260	374	1921	3877	2408
White	6862	325	1824	3520	2195
Black	315	36	74	188	71
Hispanic	83	13	21	27	32

cent of the married women without children, as compared with 78 percent of the married women with children, cited the burden of a job and a family as an area of concern.

Never married women were primarily concerned that their lack of job experience would prevent them from finding desirable employment. About 60 percent of the never married women felt that this aspect of their entry into the labor market would create problems for them. Never married women indicated they would need full-time work and a large proportion (39 percent) felt that they might not be able to find suitable transportation.

Problems and Concerns: Employed Women as Compared with Non-Employed Women

Eleven of the items listed as problems were asked both to the employed women and the non-employed women who anticipated looking for a job. Non-employed women were asked what problems they anticipated in the work force, while employed women were asked whether or not a certain item was a problem.

Percent of women not employed who were planning to seek work, by anticipated employment problems and marital status.

Problems related to employment	All women	Never married	Married women	
			Husband present	Husband absent
Friends would disapprove	3	2	4	2
Loss of government benefits	6	15	4	5
Problems with teenage children	11	—	15	—
Sexual harassment on the job	14	27	11	15
Husband would disapprove	15	—	19	14
Transportation	23	39	20	24
Need full-time work	23	42	18	21
I cannot type	26	34	23	26
Discrimination because of sex	26	42	21	31
Children too young for peace of mind	35	—	50	—
Lack self-confidence to get ahead	36	41	35	36
Job too tiring	39	24	46	38
Lack job experience	42	58	39	39
Need child care	42	—	49	—
Prefer part-time work	46	39	53	40
Race discrimination[2]	47	46	46	—
Child not find a job I really like	52	60	48	49
Work hours not flexible enough	36	38	45	42
Burden of job combined with family	46	15	58	31

[1]Includes a small number of widowed, separated and divorced women not shown separately.
[2]Percent of black respondents.

"As far as I feel about work—I enjoy what I do, I have potential to do more and have more responsibilities, I am enthusiastic about learning new and different things to do in my job . . . What I want to do is be more than 'just a secretary' . . . I'm working on it."
San Diego, California

"Like many other women, I had no notion that I could work toward a career. I was brought up with a strong value of working hard and an extreme appreciation of the dollar. But, I was also expected to work just until I got married and from there have babies and not work.

"Not so.

"Here I am, 24, married for 4 years, and no baby plans anywhere in sight. I am currently near the top of my field as an Executive Secretary and feel that I should have plans to *do* something else. . . .

"My solution at this point is to attend night school at the Community College to try to figure out what even interests me. . . ."

San Diego, California

For the most part, non-employed women responded to the items with a greater degree of concern than women actually employed. For example, 60 percent of the non-employed women indicated as a problem the burden of job and family, whereas this figure dropped to 46 percent for employed women.

When non-employed women were asked about self-confidence, 36 percent indicated a concern, whereas this dropped to 25 percent for employed women.

Another area of concern to non-employed women was anticipated transportation needs, 23 percent. Whereas, only 13 percent of employed women indicated transportation as a problem.

Both groups of women identified the same concern for certain problems. These included sexual harassment, sex discrimination, and problems with teenage children.

Non-employed married women with dependent children indicated a much higher concern about their children being too young, 50 percent, as compared with 27 percent of employed women.

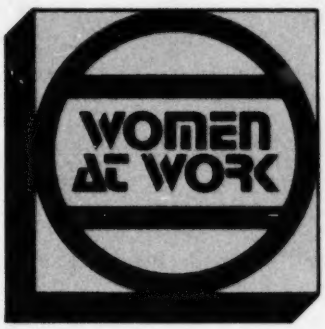
Married women with dependent children who were not employed showed a high concern about home-related problems, such as child care and the burden of job and family. While never married women indicated a high concern for job related problems such as sex discrimination and needing full-time work.

Percent of employed women as compared with non-employed women by marital status and number of children.

	All women[1]		Never married		Married women			
					Dependent children		Without dependent children	
	Not Employed	Employed	Not Employed	Employed	Not Employed	Employed	Not Employed	Employed
Problems with teenage children	11	21	—	—	15	21	—	—
Sexual harassment on the job	14	12	27	19	11	8	15	11
Husband doesn't want me to work	15	11	—	3	19	13	14	7
Transportation	23	13	39	15	20	12	24	13
Need full-time work[2]	23	20	42	42	18	15	21	18
Discrimination because of sex	26	27	42	35	21	21	31	27
Children are too young for my peace of mind	35	27	—	—	50	27	—	—
Lack the self-confidence to get ahead on my job	36	25	41	35	35	19	36	24
Job is physically tiring	39	32	24	27	44	36	34	32
Need child care	42	33	—	—	60	32	—	—
Burden of the job combined with the family	60	46	15	12	78	70	31	37

[1]Includes a small number of widowed, separated and divorced women not shown separately.
[2]Percent of part-time workers.

NCWW Perceptions



The issue of women and employment must become a serious topic of discussion in economic, sociological and political circles or our country may find itself in unchartable waters.

Changes in employment patterns for women are creating shifts in family life, leisure time, education and training needs and supplemental child care arrangements. Failure of decision makers to anticipate these changes will result in obsolete employment practices and misdirected programs.

NCWW survey results highlight the interrelationships of home, work and personal concerns of *all* working women. Female *jobholders* report a concern for their lack of adequate pay, of leisure time and of a chance to advance on the job. Three in five *non-employed* women indicate a willingness to take a paid position, but are concerned about hours of work, child care, and the responsibilities of home and family life.

Many changes in the workforce are being projected for the remainder of this century. Researchers predict that the proportion of employed women will continue to escalate. And, shifts are anticipated in certain segments of the labor force. The service sector is expected to grow, while declines are predicted in the numbers of manufacturing and blue collar jobs.

The results of the NCWW survey combined with information on the future of the workforce provide the basis for numerous challenges to different segments of our society.

Employers, labor unions, employees and educational institutions will all experience changes in their interrelationships.

Women will continue to find certain common problems as workers, while certain aspects of particular occupations will affect both men and women in those jobs.

The results of the NCWW survey combined with information on the future of the workforce provide the basis for numerous challenges to different segments of our society.

What were once sex-segregated jobs may become integrated occupations in the future. Other jobs may continue to be dominated by one sex or another. Policy questions arise as to the human resource goals of a company or organization. Should all jobs be integrated by both men and women? Whose responsibility should it be to trigger the integration of jobs? Should government develop policies to hasten this process? Should programs be developed so that social barriers are removed and more women are able to advance in what once were considered men's occupations and vice-versa?

Clerical workers indicate they are in dead-end jobs that do not fully utilize their skills. This suggests the under-utilization of an important and growing segment of the workforce. If clerical workers are not being used to their fullest potential, can the job itself be redesigned so that their skills are fully tapped? Or, could these jobs be defined more clearly with upward mobility and advancement programs? How will advances in technology affect the clerical sector? Could these changes help to improve the status and pay of these jobs? Or, will secretaries and typists become an extension of the technology they operate? Will the marketplace forces of supply and demand help, or hurt, clerical workers?

If clerical workers are not being used to their fullest potential, can the job itself be redesigned so that their skills are fully tapped?

Letters from respondents indicate that women identify the need to return to school for additional education and training as a way out of dead-end jobs or to enter new ones. Educational institutions must begin to recognize the needs and concerns of these women. Provisions should be made for such services as extended child care, at-home course studies, personal counseling and programs that build upon the past experiences of mature female students.

Educational institutions also are major employers of women in lower-paying, lower-status jobs. Should such institutions—especially those with federal grants—become models as equal employers? Should they be in the vanguard for developing support programs for female employees?

The Survey data also reveal that female workers are concerned about insufficient health benefits and the need for increased flexibility in working hours and conditions. Employers may find that benefit plans are suited for some workers but not others. Working hours and conditions may need to change to better suit the home responsibilities of both parents.

Should benefit plans be the responsibility of the federal government, the employer, or the employee? Should benefits be made available for specific classes of workers to suit better their needs at a particular time in their lives?

Educational institutions also are major employers of women in lower-paying, lower-status jobs. Should such institutions—especially those with federal grants—become models as equal employers? Should they be in the vanguard for developing support programs for female employees?

How can known disabilities be better accommodated? Should federal and state policies be re-examined to provide programs for those employers who are willing to experiment with schedules, benefits plans, on-site or community-based family support systems and other working conditions?

Should federal and state policies be reexamined to provide programs for those employers who are willing to experiment with schedules, benefit plans, on-site or community-based family support systems and other working conditions?

Non-employed women indicate a preference for part-time or flexible working hours. Can pro-rated benefit plans be developed for part-time workers throughout the laborforce? Or, should part-time employees be seen as supplemental to the full-time workforce?

The Survey also has implications for labor unions and organizing efforts by advocacy groups. Women constitute a significant segment of unorganized workers. Female-intensive occupations tend to be at the bottom of the pay scale and have fewer benefits than professional or unionized jobs.

Recent studies show that female union members earn nearly 30 percent more than unorganized female workers.

Can such studies combined with the NCWW survey results help to illustrate the concerns of working women and strengthen organizing efforts within female-intensive occupations?

Labor unions are also employers. Can model programs be developed for union employees as experiments that could prove valuable during bargaining sessions?

Many NCWW activities, including this Survey, indicate a growing need for the development of networks among employed women and women seeking jobs. Loose networks are beginning to be formed by women in the workplace and during off hours. As women compare information and concerns about their jobs, solutions begin to surface and a new power is being felt by women in The 80%.

NCWW hopes this Survey of Working Women will help to illuminate the serious ramifications of the changing role of women in the workforce and at home.

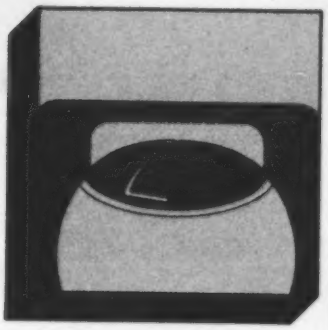
Some companies help to support the development of such networks, can others? How can dialogues become an established process, so that women can better articulate their concerns about their working and home lives?

Finally, all of the respondents with dependent children identify their need for supplemental child care. Who should provide such supplemental support? Should children's needs be solely a mother's concern? Or, should systems be developed for both parents to contribute to the development and care of the family? Should employers provide worksite facilities for the children of employees? Should government provide localized services in communities? Or, should it be a combined effort? Could child care be included as a negotiated benefit by unions? Should tax laws be examined further for possible adjustments for parents with dependent children? What additional research is being done on the care of children while parents are at their jobs? Should school hours be reorganized to better accommodate parents' schedules? And, who should absorb the costs of adequate, supplemental child care services?

The issues outlined above only scratch the surface of the types of problems faced by employed women and by those who anticipate looking for a paid job. Since average American family no longer fits the stereotype of the employed father, homemaking mother and two children (now only about 7% of all families), the employment and social policies of this nation must take into account shifts in family structure, the composition of the labor force and the needs of all workers.

NCWW hopes this Survey of Working Women will help to illustrate the serious ramifications of the changing role of women in the workforce and at home. We encourage all sectors of our society to meet the urgent challenges raised by these issues by amending now out-moded policies to focus on the realities of present and future needs.

Demographic Breakdown of Respondents



All Respondents 110,780	%
Single	16
Married	69
Separated/Divorced/Widowed	15
White	92
Black	5
Hispanic	1
Others	2
Employed	81
Non-employed	18
16-24	14
25-34	43
35-44	24
45-54	13
55-64	5
64+	1
Less than 4 years of high school	3
High school graduate	23
Some college	34
College graduate or higher	40
1 dependent child	20
2 dependent children	21
3 dependent children	8
4-9 dependent children	4
Northeast	31
North central	25
South	19
West	24
Urban	34
Suburban	40
Rural	24
Union member	11
Non-union	71

Personal income	
Under $5,000	13
$ 5,000-$ 9,999	27
$10,000-$14,999	25
$15,000-$24,999	12
$25,000+	2
Family income	
Under $5,000	3
$ 5,000-$ 9,999	12
$10,000-$14,999	19
$15,000-$24,999	34
$25,000-$34,999	19
$35,000+	11

National Commission on Working Women

National Leadership

Elizabeth Duncan Koontz,
Chair
Asst. State Superintendent
N.C. Dept. of Public Instruction
Raleigh, North Carolina

Willard Wirtz
Chairman, National Manpower Institute
former Secretary of Labor
Washington, D.C.

Congressional Representation

U.S. Rep. Barbara Mikulski (D-Md)
Baltimore, Maryland

U.S. Rep. George Miller (D-CA)
Pleasant Hills, California

Corporate Representation

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Senior Vice President
McGraw-Hill, Inc.
New York, New York

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Ortho Diagnostics, Inc.
Raritan, New Jersey

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Equitable Life Assurance Society
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Assistant Vice President
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Basking Ridge, New Jersey

C. Reid Rundell
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General Motors Corp.
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Grass Roots Representation

Day Creamer
Executive Director
Women Employed
Chicago, Illinois

Ruby Duncan
Executive Director
Operation Life
Community Development Corporation
Las Vegas, Nevada

Helen McKinnon
Household Technician and Residence Halls Supervisor
Virginia Union University
Richmond, Virginia

Della Shuster
Bartender
Taylor's Landing Restaurant
Seattle, Washington

Betty Samora
Former Garment Worker
Alamosa, Colorado

Bonnie Vaughn
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Santa Cruz, California

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Labor Representation

Patsy Lou Fryman
Assistant to the President
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Gloria Johnson
Director, Education and Women's Activities
International Union of Electrical, Radio and Machine Workers
Washington, D.C.

Odessa Komer
International Vice President
United Auto Workers
Detroit, Michigan

Cynthia McCaughan
Coordinator Women's Activities
Dept. of Civil Rights, AFL-CIO
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Joyce D. Miller
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President, Coalition of Labor Union Women
New York, New York

Addie L. Wyatt
International Vice President
Amalgamated Meat Cutters and Butcher Workmen
Chicago, Illinois

Media Representation

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Good Housekeeping Magazine
New York, New York

Dorothy Jurney
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The Woman's Network
Wayne, Pennsylvania

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Bethel, Connecticut

Staff

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Sharon Parker, Assistant Director
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Kathy Bonk, Media Specialist
Sandra Porter, Project Specialist
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Ronnie Ward, Secretary